



joining

Practice Areas

EMPLOYMENT LAW
COMMERCIAL LAW
PERSONAL INJURY LAW
POLICE LAW

News

[5 Essex Court welcomes four new members](#)

[Richard Oulton acts for the Appellant in a General Vending Services Ltd v Schofield](#)

[5 Essex Court is rated highly in its specialist fields in Chambers and Partners 2013](#)

Contact us

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Lectures and seminars:

Background:

Richard graduated from Oriel College, Oxford with a first class degree in Classics in 1979. He then trained as a solicitor at the College of Law, before

joining a city law firm, Travers Smith, in 1983. He practised in the litigation department, where he gained considerable experience in commercial dispute resolution. He was made a partner in 1991. Richard transferred to the Bar in 1995, and joined 5 Essex Court in 2005.

Employment Law:

Richard is a specialist employment lawyer, who is praised for his superb performances in court, his attention to detail, and his excellent communication and drafting skills. His work is predominantly respondent-based, being regularly instructed by police forces, local authorities and other large employers. He also acts for claimants, and is qualified to act under the direct professional access scheme. Richard has a particular interest in discrimination law, and is co-author of "Disability Discrimination in Employment", which was published by Oxford University Press in 2009. A new edition is planned for early next year.

Commercial Law:

Richard has acted in numerous High Court and County Court actions, covering a wide range of commercial, common law and contractual disputes.

Personal Injury:

Richard has extensive experience of representing both claimants and defendants for work-related stress, accidents at work, and health & safety issues. Further details can be obtained from the clerks.

Police law:

Richard also practices police law. He is currently acting for a police force in a county court claim for assault following the arrest of two individuals suspected of carrying firearms.

Richard regularly provides CPD seminars and lectures to solicitors and HR professionals on employment law matters.

Interests:

Family, piano, coast paths, mountains, Chelsea F.C.

Significant work and cases

Employment

Recent cases include:

Representing a vice-president of an international investment bank in his claims for whistleblowing detriment and disability discrimination.

Acting for a police force in a 10 day race discrimination and victimisation case.

Acting for a national vending company in a successful appeal to the EAT in a TUPE case.

Acting for a local authority in an unfair dismissal claim.

Advising a police force on the calculation of holiday pay and the implications of the Supreme Court decision in *British Airways v Williams*.

Acting for a travel company in successfully defending an appeal to the EAT relating to the correct interpretation of the Part-Time Workers Regulations and the National Minimum Wage Regulations.

Acting for a police force in a 10 day disability discrimination case.

Advising a health care company on the impact of the Agency Workers Regulations.

Advising an LLP partner on the enforceability of restrictive covenants in the LLP agreement.

Acting for a financial broker in a High Court action for wrongful dismissal.

Commercial

Recent cases include:

Successfully defending an appeal in the Court of Appeal relating to the court's power to strike out an action for repeated breaches of court orders (pre Mitchell).

Acting for a company in an international commercial contract dispute.

Advising a claimant in a professional negligence claim against a surveyor.

Acting for a defendant company in a dispute with a factoring company concerning liability for defective goods.

Acting for a consortium of property owners in a claim for negligence against a property development company.

Acting for a company in a contractual dispute/claim for misrepresentation against a state owned company in India.

Acting for a partner in an LLP partnership dispute.

Acting for a claimant in an inheritance act dispute.

Acting for home owners in claim for nuisance (flooding of property) against local authority.

Advising a local authority on its housing obligations in connection with provision of services to the public.

Acting for a claimant in a claim for malicious procurement of her arrest.